

NEED MORE INFORMATION?

- As you prepare to enroll, please visit sanantonio.gov/openenrollment. Here you will find:
 - 2021 Benefit Matters Guide
 - Frequently asked questions
 - Video library featuring medical plan benefit information
 - Step-by-step video instructions for enrolling in your benefits
- You can also contact your department's Employee Relations team member, Human Resources Customer Service at 210-207-8705, or AskHR@sanantonio.gov for 2021 Open Enrollment assistance.

QUICK FACTS

- Employees will receive a 10% reduction in medical premiums.
- Obtain your flu shot at your primary care physician or any in-network pharmacy. All you need to do is show your Blue Cross and Blue Shield of Texas I.D. card.
- You must go online between October 5-23 and enroll yourself and your eligible dependents or waive coverage; otherwise, you will automatically be enrolled in employee-only coverage, and your dependents will not be covered in 2021. Employees who wish to continue a waiver declining coverage must also go online.



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2021 OPEN ENROLLMENT
OCTOBER 5 — 23, 2020

**WE
BENEFIT
TOGETHER**

A Helpful Reference Guide for Civilian Employees

Inside you will find information to help you and your family prepare for 2021 Open Enrollment, including:

- Premiums
- What's New
- Plan Features



WHAT CAN YOU DO DURING OPEN ENROLLMENT?

- Enroll in your 2021 health care benefits.
- Review your current health care benefits.
- Register for a 2021 VIA Bus Pass. **NEW**
- Make address changes.
- Authorize the use of your City I.D. photo for internal systems such as the Employee Self Service System. **NEW**
- Elect to receive your W-2 electronically (if you have not done so already).
- Re-enroll or remove dependent coverage for 2021.
- Print or email your 2021 Benefits Confirmation Statement.

WHAT'S THE SAME IN 2021?

- Health Savings Account (HSA) contributions—\$500 individual or \$1,000 family (Consumer Choice plan only)
- Three medical plan options
- All plans provide coverage for the same services you use today
- No change in bi-weekly rates for dental, vision, and life insurance coverage



AskHR@sanantonio.gov



210-207-8705



Text COSAGOVHR to 55000

WHAT DOES MY PLAN FEATURE?

Health Savings Accounts, Deductibles, Out-of-Pocket Maximums, & Office Visits			
In-Network Benefits	Consumer Choice PPO	Blue Essentials HMO	New Value PPO
City Contribution to Health Savings Account (HSA) (Individual/Family)	\$500/\$1,000	N/A	N/A
Preventive Care	Covered at 100%		
Annual Deductible (Individual/Family)	\$2,000/\$4,000	\$1,500/\$3,000	\$1,500/\$3,000
Annual Out-of-Pocket Maximum (Individual/Family)	\$4,000/\$8,000	\$3,500/\$7,000	\$3,500/\$7,000
Office Visits: Primary Care, Specialist, Urgent Care	20% once deductible is met	Co-pay: \$25/\$45/\$75	Co-pay: \$30/\$50/\$75

WHAT ARE MY BI-WEEKLY PREMIUMS IN 2021?

Medical Plan Premiums			
Employees Hired Before January 1, 2009			
Medical Plan	Consumer Choice PPO	Blue Essentials HMO	New Value PPO
Employee Only	\$8.55	\$17.10	\$36.00
Employee + Child(ren)	\$14.85	\$39.15	\$94.50
Employee + Spouse/ Domestic Partner	\$43.20	\$83.70	\$177.75
Employee + Family	\$61.20	\$115.20	\$240.30
Medical Plan Premiums			
Employees Hired After January 1, 2009			
Medical Plan	Consumer Choice PPO	Blue Essentials HMO	New Value PPO
Employee Only	\$20.25	\$38.25	\$79.65
Employee + Child(ren)	\$33.30	\$79.65	\$187.20
Employee + Spouse/ Domestic Partner	\$94.05	\$155.25	\$297.90
Employee + Family	\$133.20	\$213.30	\$399.60

Dental Plan Premiums		
Dental Plan	CitiDent PPO	DeltaCare DHMO
Employee Only	\$16.50	\$6.83
Employee + Child(ren)	\$24.50	\$12.73
Employee + Spouse/ Domestic Partner	\$24.50	\$12.73
Employee + Family	\$36.50	\$19.10

Vision Plan Premiums	
Vision Plan	Premium
Employee Only	\$3.92
Employee + Child(ren)	\$7.01
Employee + Spouse/ Domestic Partner	\$7.01
Employee + Family	\$10.38

USE YOUR SMART PHONE CAMERA TO CLICK THIS QR CODE AND VISIT THE 2021 OPEN ENROLLMENT ONE-STOP-SHOP WEBSITE!

